

HOUSING DELIVERY EDI PLAN

OBJECTIVES	CURRENT ORGANISATIONAL POSITION	ACTIONS AND TASKS	TIMESCALE (WHEN TO DELIVER)	OUTCOMES/PROGRESS AND MEASURES OF SUCCESS
Theme 1 Organisational equality, diversity and fairness				
1. The council to revise its EDI strategy	<ul style="list-style-type: none"> • EDI strategy is in place since last year and due to changes in Lambeth Council, EDI strategy is revised as per Borough Plan (Lambeth 2030 : Our Future, Our Lambeth Lambeth Council) and is in the process of signing off. • The Council has EDI leads for each of the directorates, supported by volunteer EDI champions, and each directorate is producing an EDI strategy in line with corporate strategy to achieve the goals. Refreshing our HR Policies and Procedures 	<ul style="list-style-type: none"> • Revised EDI strategies at Corporate level and Directorate level <p>Please see attached for full details.</p>	Q4 2024/25	<ul style="list-style-type: none"> • Draft Corporate EDI Strategy & Action Plan 2023-26 (undergoing sign-off process) • SGO EDI Strategy and Action Plan 2022-25 • Draft the Climate and Inclusive Growth Directorate EDI Action Plan (still in development and reflects the change in directorate name)

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<p>2. To apply the EDI strategy to the Affordable Homes Programme</p>	<p>Embedding EDI within Lambeth Council</p>	<ul style="list-style-type: none"> • Apply the EDI strategy to the delivery of projects in the Affordable Homes Programme. • Appoint Head of Workforce EDI, EDI Leads, EDI Champions. • Design and enhance staff development schemes to cultivate diverse talent and remove barriers to progress for underrepresented demographics 	<p>Ongoing</p>	<ul style="list-style-type: none"> • The number of EDI Champions and EDI Leads Appointment of a senior SRO for community and Engagement. • Appointment of a senior SRO for Equality and Diversity and Head of Workforce Equality Diversity and Inclusion.A positive outcome already achieved is that Cllr Jacqui Dyer is our Cabinet member for Inclusive Economy and Equalities. • A positive outcome already achieved is that our Chief Executive Chairs the quarterly EDI Board • Positive action taken through talent diversity programmes, mentoring and inclusive recruitment.

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		<ul style="list-style-type: none"> • Hold events to celebrate inter/national diversity dates eg Windrush, Pride, International Women’s Day, Black History Month. 		<ul style="list-style-type: none"> • Events held to celebrate inter/national diversity dates eg Windrush, Pride, International Women’s Day, Black History Month
<p>3. To maintain accurate and timely workforce data</p>	<p>We are committed to maintaining accurate and timely workforce data. Council produces and publishes annual reports on Employment data on website every year.</p>	<p>Produce Annual Workforce and Equality Report 2022-23</p> <p>Publish the report on the Lambeth.gov.uk website</p>	<p>Q1 2024/25</p>	<ul style="list-style-type: none"> • Five-year report shows improvement in representations. • Average age of the workforce has increased. • Disabled staff declarations rate has increased. • Staff identifying as LGB+ has increased. • Run EDI Identity data declaration campaigns to encourage updating equality and diversity data on Oracle system.

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				<p>Please see link below for past years reports: Annual Workforce Equality Reports https://www.lambeth.gov.uk/about-council/transparency-open-data/employment-data/workforce-equalities-reports)</p> <p>Example analysis Average age of the workforce has continued to increase with the average age being 47.4. a slight increase from 46.9 in 2021/22. The council is managing different generations in the workforce. While the highest group of starters were under the age of 35 years, they were also the highest group of leavers and work to focus on increasing the number of high-quality apprenticeships and succession planning will be important to address an ageing workforce and reliance on agency.</p> <p>Disabled staff declarations rate has increased. In comparison with other London Councils, Lambeth is ranked 4th highest at 10.9% for self-identified disabled employees. London Councils median disability rate is 6%.</p>

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				<p>Sexual Orientation, trans and gender identity. The number of staff identifying as LGB+ has increased by 10% over the past five years. In the 2021 Census 8.25% identified as LGBTQ+ compared to the council workforce profile of 8.5% (2023) self-identified as LGB+. The council is also collecting information about whether workers identify as trans or a different gender identity from the one assigned at birth however the numbers remain low. Only 1% of residents identify as having a gender identity different from the sex registered at birth and so numbers are likely to remain low.</p>

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4. Increase the % of top earners who are Black, Asian & Multi-Ethnic groups	Lambeth's percentage of top 5% earners who are from Black, Asian & multi-ethnic groups of 36.8% is ranked the highest of inner London boroughs	Improve representation at senior grades.	Q4 2024/25	<ul style="list-style-type: none"> Achieve the 39% corporate target
5. Deliver the corporate diverse talent management initiatives	A Climate and Inclusive Growth EDI Strategy and Action Plan is being drafted	Encourage, enable and support CIG colleagues to engage in the corporate diverse talent management initiatives	Q4 2024/25	<ul style="list-style-type: none"> All colleagues are aware of opportunities. Number of staff attending diverse talent initiatives
6. Implement alternative approaches to recruitment	A Climate and Inclusive Growth EDI Strategy and Action Plan is being drafted	Identify and adopt alternative approaches to recruitment to encourage more applications from Black, Asian and Multi-ethnic and disabled candidates	Q2 2024/25	<ul style="list-style-type: none"> New approaches to recruitment implemented. Increase in proportion of Black, Asian and Multi-ethnic and disabled staff within CIG

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7. Provide safe spaces for protected and underrepresented groups	A Climate and Inclusive Growth EDI Strategy and Action Plan is being drafted	Identify which protected and underrepresented groups want a CIG specific safe space for their needs.	Q2 2024/25	<ul style="list-style-type: none"> • Regular Safe spaces (virtual and physical) provided

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Theme 2 Sustainable and diverse supply chains				
<p>8. Include ethnically diverse – led enterprise owners in supply chain</p>	<p>Lambeth council has signed Race charter at works as part of delivering the Equalities Commission Action Plan. <u>Race - Business in the Community (bitc.org.uk)</u></p> <p>Lambeth Council’s vision is that we use our influence to increase the diversity of the built environment professions, namely chartered surveyors and town planners. We will encourage our partners and businesses in our supply chain to share in our vision for a more diverse and inclusive profession.</p>	<p>Include Black, Asian, Mixed Race and other ethnically diverse – led enterprise owners in supply chain</p>	<p>Q4 2024/25</p>	<ul style="list-style-type: none"> • Undertake a review of the benefits of the Mentoring Circles schemes to staff provided by Business in the Community as part of the Race at Work Charter Commitment

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<p>9. Increase % of diverse-led external organisations in CIG supply chain</p>	<p>A Climate and Inclusive Growth EDI Strategy and Action Plan is being drafted</p>	<p>Undertake annual monitoring of CIG supply chain to identify proportion of diverse-led external organisations winning contracts</p>	<p>Q4 2024/25</p>	<ul style="list-style-type: none"> • Increase in % of diverse-led external organisations securing contracts through the CIG supply chain
<p>10. Promote responsible procurement</p>	<p>Lambeth has a responsible procurement policy that covers sustainable procurement, carbon emission reporting, circular economy, recycling. Responsible procurement Lambeth Council</p>	<ul style="list-style-type: none"> • Promote responsible procurement in the management and delivery of all its services in order to alleviate negative impacts on and increase positive experiences for Lambeth's diverse communities. 	<p>Q4 2024/25</p>	<ul style="list-style-type: none"> • Responsible Procurement policy ratified by Councillors 2021 – policy is the responsibility of the Procurement Team. All reports to procurement board and lead members must contain reference to the policy linked to the subject matter of the contract being tendered. RP outcomes measured as KPI's via an internal Contract Management system (eCMS).

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	<ul style="list-style-type: none"> • Energy usage • Logistic management to minimise transportation • Renewable energy • Auditing of suppliers • Real living wage paid by council • Modern Slavery undertaking through council policy and tender documentation • Low carbon procurement initiative • Internal Sustainability Team advising officers of council policy on Net Zero and Climate Emergency • Measuring of carbon footprint • Vendor management of suppliers 	<ul style="list-style-type: none"> • Use Social Value questions in procurements inviting method statements from bidders that cover Environmental, Social and Governance in their responses. • Use open procurement procedures to encourage a greater diversity of suppliers and use the vendor management system collect data on such diversity. • We will verify the carbon footprints of suppliers. • We will give Carbon Literacy Training for Elected Members. 		<ul style="list-style-type: none"> • Social Value questions are answered in bidder Method Statements and cover Environmental, Social and Governance, these are evaluated as part of a tender evaluation process. • Open procurement procedures encourage a greater diversity of suppliers with the vendor management system used to analyse data on such diversity. • Measuring carbon footprint is self-declared by suppliers and verified by the council. • Number of carbon literacy training sessions delivered to elected members.

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		<ul style="list-style-type: none"> • We will create a Sustainability Hub for all staff with a growing toolkit of documents and advice for staff to support and guide them in incorporating environmental sustainability into their activities • We will give Climate training as part of the Council's Corporate Induction for new starters so that new starters are encouraged to incorporate environmental sustainability into their remit. 		<ul style="list-style-type: none"> • A comprehensive sustainability hub that staff use to support their activities. • Number of climate training sessions delivered to new starters. • Team specific training delivered to meet their particular sustainability needs.

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		<ul style="list-style-type: none"> • We will give team specific training, for example Retrofit Guidance training for the Planning Team. • We will create targeted employment opportunities for Lambeth residents from priority groups. At present this includes Looked After Children and Care Leavers, young people (under 25), disabled people, Special Educational Needs and Disability, black African, black Caribbean and Portuguese groups, residents aged 50 and over. 		<ul style="list-style-type: none"> • Number of local people (FTE) employed on contract for one year or the whole duration of the contract, whichever is shorter. • Number of employees (FTE) taken on who are from a Lambeth priority group. • Total amount spent with VCSEs within supply chain. • Total amount spent in Local supply chain through the contract. <p>See Appendix B of the Responsible Procurement Policy for full list of measures required under the checklist</p>

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Theme 3 Working together with Londoners				
11. Ensure Liveability Commitments are clear and easily available	Liveability Commitments made for residents living on estates during the process of regeneration are published on the council website.	Improve the availability of the Liveability Commitments by refreshing the web pages for the housing programme	Q1 2024/25	Publish the <u>Liveability Commitments</u> on the refreshed housing programme web pages
12. Ensure Key Guarantees are clear and easily available	Key Guarantees for residents on estates earmarked for regeneration are published on the council website.	Improve the availability of the Key Guarantees by refreshing the web pages for the housing programme	Q1 2024/25	Publish the <u>Key Guarantees</u> on the refreshed housing programme web pages
13. Produce a new resident engagement framework	Estate Renewal Resident Engagement Framework published which sets out how we will work with residents, how we will support residents and how we will make sure all our residents' diverse voices are heard.	Deliver in accordance with the new engagement framework	Q4 2023/24	<p>·Publish a new Estate Renewal Resident Framework to set out how we will work with residents, how we will support residents and how we will make sure all our residents' diverse voices are heard</p> <p><u>Lambeth Estate Renewal Resident Engagement Framework</u></p>

MINIMUM STANDARDS

	Minimum standard	Evidence required to meet minimum standard	Responses
1	<p>All investment partners must offer equality, diversity and inclusion training for all employees</p>	<p>Partners to confirm that EDI training is offered for all employees, the types of training offered, and content covered, as well as how many employees take up the training on a yearly basis.</p>	<p>Corporate EDI Strategy and Action plan 2023-26 that is currently awaiting sign off.</p> <ul style="list-style-type: none"> • Under Objective 2 to create a Healthy Working Environment for all staff and encourage a culture of inclusion and belonging, HWE 5 covers a number of actions including mandatory EDI training for all staff. • HWE5a covers Inclusive Leadership training for all leaders • IISCA Action 2.5 covers mandatory EDI training for all new councillors • CP2 covers coaching and mentoring to all managers • SA12 covers training for Staff Forum chairs <p>Furthermore, the Staff Conference for this year which ran from 3-6 July has focussed on digging deep into our Brough Plan and ambitions and how to bring them to life. Staff were required to attend four mandatory sessions which included Equity and Justice theme.</p> <p>As mentioned above in the Theme 1 in regard to embedding EDI within Lambeth,</p> <p>The role of the EDI Leads is</p> <ul style="list-style-type: none"> • Lead Directorate action plans • Hold Directorates to account • Conduit between the corporate centre and the Directorates • Support resident and community EDI priorities (where appropriate)

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			<ul style="list-style-type: none"> • Raise awareness of the EDI agenda • Raise issues that require a corporate solution • Embed the EDI agenda in our culture <p>The EDI Champion Role is</p> <ul style="list-style-type: none"> • Embed EDI in our culture • To be a listening ear when colleagues want to talk • To help raise awareness of the EDI agenda • To support the EDI leads • To engage in training and development that helps develop awareness in the organisation <p>The EDI leads and Champions meet for their networking on a monthly basis, with themed development across the year in areas where the team feel skills and knowledge development would be beneficial to their role.</p> <p>The EDI Champions are matrix managed by Head of Workforce EDI. Please see attached the EDI training programme they have attended.</p> <p>There have been numerous EDI Training opportunities for all Lambeth staff to attend over the last 12 months. For example,</p> <ul style="list-style-type: none"> • July 2023 Neurodiversity Training (138 staff attended) • March 2023 Mental Health Awareness training (10 staff attended) • Pilot sessions have been running on Employment Law and Anti-discrimination Training across the council. • How to update your equality and diversity information on Oracle (April 23 - 25x2 staff), 2 sessions

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			<p>Lambeth are signed up to EDI best practice organisations these are listed below.</p> <p>We are currently members of:</p> <ul style="list-style-type: none"> • <u>Stonewall Diversity champions programme</u>. (Stonewall are Europe’s Largest LGBT charity). In February 2022 We were awarded Silver Employer Award in the Stonewalls Benchmarking – Workplace Equality Index See this Link • <u>Business Disability Forum</u> • <u>Business in the Community (BiTC)</u> We are signatories of the Race Charter (Business in the Community) • <u>Working Families</u> • Level 2 of DWP Disability Confident Employers <p>We regularly share EDI training opportunities from our membership organisations (detailed above)with our staff</p> <p>We are participating in the Pan London Councils <u>CELC Race Equality Standard</u> – (our assessors are Brent Council). The programme is led, at a political level, by Lambeth’s Leader, Cllr Claire Holland (London Councils Executive Member for Welfare, Empowerment and Inclusion).</p>

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			<ul style="list-style-type: none"> • We have launched our 4 new values – one of them is Equity (Equity, Ambition, Accountability and Kindness). These values will be embedded in everything we do (i.e. recruitment, collaboration, policy and performance) • We have launched our New Brough Plan Lambeth 2030. (See attached) The golden thread throughout this plan is about Lambeth being a borough of Equity and Justice. <p>In March 2023, we have reviewed our Corporate Induction, this is now mandatory for all new joiners to the council. The Corporate induction session includes an EDI Training (Introduction). Staff get to meet our Diversity staff Forum Chairs and the Head of Workforce EDI. Please see the attached staff presentation included in the Induction.</p>
2	<p>All investment partners must implement a zero-tolerance approach to all forms of discrimination, harassment and bullying.</p>	<p>Partners to provide evidence of an organisational policy which evidences a zero-tolerance approach, which should set out objectives and how these are going to be met.</p>	<p>Lambeth council has published an EDI statement in August 22. The purpose of the statement is “to deliver the best outcomes for our residents, communities, businesses and visitors, ensuring that our commitments to equality, diversity and inclusion (EDI) go above and beyond what is expected of an organisation. It is our ambition to ensure that it is integrated into our culture, decisions, actions and that EDI is part of everything we do.”</p>

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			<p>This EDI statement sets out the council’s ambition for tackling inequalities and promoting equality in Lambeth Council’s workforce and communities. Annual Workforce data is published here.</p> <p>The statement has clearly identified Zero tolerance approach by clearly identifying that “The council will not accept any form of discrimination, harassment, bullying or victimisation of employees or third parties who work on the council’s behalf and make a firm commitment to take action where this comes to light. We will encourage other businesses, employers, partners and suppliers to follow suit. “Lambeth Council’s Dignity and Respect at work policy statement has clearly sets out that the council will not tolerate harassment or discrimination on the grounds of race, gender, sexual orientation, disability, religion, age or any other factor. This is covered under HWE3 “Review the ‘dignity at work’ policy in line with the new zero tolerance statement “in the Action Plan</p> <p>Lambeth council has signed Race charter at Works as part of delivering the Equalities Commission Action Plan. Under this charter one of the key actions is “Commit at board level to zero tolerance of harassment and bullying”.</p> <p>Race - Business in the Community (bitc.org.uk)</p> <ul style="list-style-type: none"> • Zero tolerance policy is in place and widely communicated • Mandatory EDI training in place

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3	<p>All investment partners must broaden recruitment channels and encourage applications from diverse and under-represented groups.</p>	<p>Partners to confirm the current recruitment channels that they use and describe how they will expand on this to encourage applications from diverse and under-represented groups. Partners are encouraged to monitor the effectiveness of these efforts and review them in light of their workforce data over time.</p>	<p>We have an EDI Strategy and Action plan and although it hasn't been formally signed off we are already delivering it (see attached). We do have a Recruitment and Selection Policy and Procedure which was updated in June 2023. Please see attached.</p> <p>Draft Corporate EDI strategy; one of the objectives is on Transparency and HR - Objective 2: To drive an optimum degree of transparency and openness with regards to the full range of HR processes and procedures, ensuring fairness and equity</p> <p>The list of accreditations relating to EDI are published here encouraging applicants from diverse backgrounds and under-represented groups.</p>

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4	<p>All investment partners must collect and monitor workforce data to benchmark the diversity of their workforce against the local area of their organisation.</p>	<p>Evidence of data having been collected, and of it being monitored on an annual basis (as a minimum), with a summary of how this compares to the London benchmark.*</p> <p>Partners are encouraged to provide information about how this data will inform their practices and their approach to advancing EDI in their own organisations.</p>	<p>See our attached Workforce Equalities Report 2022-23 which contains comprehensive EDI Metrics and an accompanying action plan. Where possible The Workforce data in this report compares its metrics with London benchmark .</p> <ul style="list-style-type: none"> ·Five-year report shows improvement in representations ·Average age of the workforce has increased ·Disabled staff declarations rate has increased ·Staff identifying as LGB+ has increased <p>Please see link below for past years reports: Annual Workforce Equality Reports https://www.lambeth.gov.uk/about-council/transparency-open-data/employment-data/workforce-equalities-reports</p>

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		<p>The Workforce Data Equality Guide and Workforce Data Equality – London Benchmarking Tool in particular (both found here and listed in the resources below) can support partners in delivering this.</p>	
5	<p>All investment partners must publish their gender and ethnicity pay gaps.</p>	<p>Links to where this is published.</p>	<ul style="list-style-type: none"> • Please see the following links to our Workforce Equality Reports . https://www.lambeth.gov.uk/about-council/transparency-open-data/employment-data/workforce-equalities-reports. • Since 2018 Lambeth has published Annually information covering our Gender, Ethnicity , Disability Pay gap. This is above the Statutory requirements , Ethnicity and Disability Pay Gap reports under current UK legislation do not have to be published. However Lambeth publishes all three (Gender ,Ethnicity and Disability) • The Workforce Equalities reports give top level EDI Metrics covering our whole organisation and Directorates overall profiles

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			<ul style="list-style-type: none">• Most recent Annual Workforce Equalities Report 2022-23 is attached.·See page 49 for Gender Pay Gap reporting figures.·See Page 50 for Ethnicity Pay Gap Reporting and·see page 51 for Disability Pay Gap Reporting.• The latest Workforce Equalities report will be posted on our website by end of July 2023.